

**Bargaining Unit 4**  
**Non-Supervisory Police**  
**Fresno Police Officers Association (FPOA)**

| <b>Benefit</b>   | <b>Description</b>   |
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| <b>Health &amp; Welfare: medical, dental and vision</b><br>(Employee and dependents) | As of 07/01/2008:<br>City Contributes 80% of premium<br>Employee Contributes 20% of premium<br>If no employee contribution, medical benefits are reduced 25%<br>PPO Plan<br>Premium = \$824.00<br>City Contributes \$659.20<br>Employee Contributes \$164.80 |
| <b>Retirement *</b>  | Tier I: Employees hired before 8/27/90<br>(55% @50 w/20 yrs.)<br>Tier II: Employees hired <u>after</u> 8/27/90<br>City contribution = 20.02%<br>Employee contribution = 9.00%<br>(40% @50 w/20 yrs.)<br>DROP<br>City picks up 1% of employee contribution    |
| <b>Life Insurance</b>  | Bomb Squad = \$250,000<br>Helicopter Pilot/Observer = \$250,000  |
| <b>Long Term Disability</b>  | None   |
| <b>Deferred Compensation</b>   | Savings/Mutual Funds<br>No City Contribution   |
| <b>Holidays</b>  | Holidays = 10<br>Birthday = 1<br>Personal Day = 2  |
| <b>Vacation</b><br>(Days per year/Hours per month)<br>(Available after 6 months)     | 1 - 4 years = 12/8<br>5 - 9 years = 13/8.667<br>10 - 15 years = 15/10<br>16 - 19 years = 17/11.334<br>20 - 24 years = 20/13.334<br>25 - 29 years = 22/14.667<br>30+ years = 25/16.667  |
| <b>Sick Leave</b> (Available after 6 months)   | 8 hours per month  |
| <b>Family Sick Leave</b>   | Up to 48 hours of accrued sick leave per fiscal year   |
| <b>Uniform Allowance</b>   | \$1,090 per year   |
| <b>Wellness Program</b>  | Monetary incentive for achieving goals and maintaining standards   |
| <b>Bilingual</b>   | \$100 per month  |
| <b>Workers' Compensation</b>   | 85% of compensation  |
| <b>Health Reimbursement Arrangement (HRA)</b>  | To pay premiums for post-retirement medical insurance  |

**LEGEND:**

|   |   |
|---|---|
| * | Net rate for City is zero (0) = currently offset by surplus investment earnings<br>Safety/Fire Tier I = Vested after completing 10 years of service<br>Safety/Fire Tier II = Vested after completing 5 years of service |
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